

Gender Pay Gap Reporting

The Mandatory Gender Pay Gap Reporting process requires employers with 250 or more relevant employees are required to publish gender pay gap information by April 2023, based on the data from April 2022.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the individual calculations may help to identify what those issues are.

In some cases, the gender pay gap may include unlawful inequality in pay, but this is not necessarily the case. The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Salaries at The United Synagogue are determined by evaluating the job role and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. We are confident that The United Synagogue is paying the same salary to roles of equal value. The United Synagogue has a complex structure with over 60 different job roles, at least 5 of which are gender specific due to Halacha (Jewish Law) and include Dayanim (Rabbinic Judges, male), Rabbis (male), Rebbetzins (female), Cantors (male) and Reverends (male).

Amongst the job roles with the highest paying salaries & bonus payments are Dayanim and Rabbis. For the purposes of this data, it's important to note that out of the 790 employee salaries analysed, nearly 11 % fall into these job roles. Taking these two points together introduces a male bias in many of the higher United Synagogue salaries.

The data in this presentation represents the gender pay gap snapshot data for The United Synagogue as of April 2022 and is presented as required by the regulations.

This information will be updated annually.